



## Racial Equality policy

### Introduction

- ◆ **THIS DOCUMENT IS** a statement of the aims, principles and strategies for racial equality at Send C of E First School.
- ◆ **IT WAS DEVELOPED** through a process of consultation with teaching and non-teaching staff.
- ◆ **IT HAS BEEN TAKEN FOR APPROVAL** to the Governors in March 2010
- ◆ **THIS POLICY WILL BE REVIEWED** in March 2013

### **Promoting Anti-Racist Practices (including Racist Incident Reporting)**

(This policy may be a separate one or a distinct section within a broader equal opportunities policy.)

'Education has a crucial role to play in bringing about a fair and just society. It is important that people learn to respect themselves and each other as citizens, so that we can build a society which is based on mutual respect and understanding.'

(Extract from the foreword by Jacqui Smith MP,  
Parliamentary Under Secretary of State (School  
Standards), to *'Learning for all: Standards for racial  
equality in schools'*)

'The Stephen Lawrence Inquiry Report stressed that education has a fundamental role to play in eliminating racism ..... Every school should be taking action to eradicate racism and promote racial and cultural diversity.'

(Extract from the preface by Sir Herman Ouseley,  
Chairman, Commission for Racial Equality, to *'Learning for  
all: Standards for racial equality in schools'*)

### **1. Background:**

**Legislation** underpins our responsibility for promoting anti-racism practice and behaviour and for addressing racism through a range of strategies:

*The Race Relations Act 1976*

DfEE guidance *School Inclusion:Pupil Support (Circular 10/99)*

*The Race Relations (Amendment) Act 2000*

*The revised Framework for the Inspection of Schools*

**The Macpherson Report** (the report of the Stephen Lawrence Inquiry) made three recommendations that relate specifically to education and these were accepted by the Government, as follows:

- Amendment to the National Curriculum aimed at valuing cultural diversity and preventing racism, in order better to reflect the needs of a diverse society;
- LAs and school governors have the duty to create and implement strategies to prevent and address racism, to include that:
  - schools record all racist incidents;
  - all recorded incidents are reported to the pupils' parents/carers, school governors and LEA; and
- OFSTED inspections include examination of the implementation of such strategies.

The **Commission for Racial Equality (CRE)**, set up by the Race Relations Act 1976 has always worked to promote anti-racism in all sections of society and to ensure that racial equality is a priority. It has been able to formally investigate alleged discriminatory practice for a number of years but under the Race Relations (Amendment) Act 2000 is specifically empowered to enforce the duties imposed on local authorities, including schools, and to progress discrimination claims against educational bodies.

The CRE has developed national standards for racial equality for local authorities and for schools. The standards for schools are set out in its publication '*Learning for All*'.

## **1. Effective Promotion of Anti-Racist Practices**

The School welcomes the diversity of cultures, backgrounds, faiths and beliefs and celebrates the home languages, dialects and accents of all pupils, staff and others associated with the school.

We adopt '*Learning for All - Standards for Racial Equality in Schools*' published by the Commission for Racial Equality as a framework of guidance on good practice and procedures in addressing issues of equality and cultural diversity. We will ensure that the School nurtures an ethos and environment where all are valued and where views are taken into consideration. This embraces a culture that enables all who teach and learn in the school to review their practices and behaviours, to have the confidence to build on prior experiences and to make appropriate changes.

All associated with the School are committed to dealing with incidents involving racism (including prejudice and stereotyping), racial harassment, and racist name calling whenever they occur.

## **2. Principles**

The School is an anti-racist establishment and is committed to:

- addressing racism;
- ensuring action to support victims of racism;

- ensuring existing school policies address inappropriate behaviour around
- racism and other discriminatory practices; and recording and reporting racist incidents.

### **3. Practice**

#### **a) Curriculum:**

We will use the National Curriculum to teach tolerance and opportunities across all subjects to support pupils in valuing cultural diversity and understanding. In particular, there are opportunities available through Personal, Social and Health Education (PSHE) to prepare the young people in our School to meet their responsibilities as citizens. We will promote racial harmony, prepare pupils for living in a diverse and increasingly inter-dependant society and specifically to address racism, sexism and other forms of discrimination.

Within this context the school will continue to teach pupils the difference between right and wrong and the need and benefits of respecting each other as well as self.

#### **b) Social Inclusion:**

As an inclusive School, Senior Managers and the Governing Body will ensure that:

- all pupils achieve as much as they can, and derive maximum benefit, according to their individual needs, from what the School provides;
- pupils, or groups of pupils, who are underachieving are identified and strategies are put in place to increase their rate of progress;
- differences between pupils, or groups of pupils in terms of achievement, teaching and learning, and access to curricular opportunities can be explained, founded on the effective use of ethnic monitoring data;
- there is a continuous system of monitoring, evaluating and reviewing the strategies implemented, including tracking the progress of individual pupils; and
- account is taken of pupils' views as we seek to remove barriers to attainment and progress.

#### **c) Discipline/Behaviour Policy / Bullying Policy:**

- We refer to racial harassment in relevant school policies and include reference to our principle of promoting anti-racist practices/behaviour.

#### **d) Racist Incident Reporting:**

The LA's procedures for investigating and reporting racist incidents are adopted by the school.

(attached as Appendix 1).

Reported incidents will cover all associated with the school either as victims or perpetrators.

**e) Employer Responsibilities:**

The School has in place a number of personnel policies and procedures which meet our legal responsibilities and promote good practice in the area of equal opportunities, including:

- recruitment and selection procedures;
- a Code of Conduct for School Based Staff;
- induction arrangements for staff newly appointed to the school; and
- a staff handbook

Our staff management and in-service arrangements take into account the need to identify and meet staff training needs through access to good quality training and opportunities to exchange good practice. This would include dealing with racial equality and racist issues.

**f) Responsibilities - Governing Body**

The Governing Body will ensure that:

- all staff understand and implement this policy;
- staff training needs on anti-racism are met;
- the policy is communicated to visitors, contractors, service providers and others associated with the school;
- racist incidents are reported to it on a termly basis; and
- the LA is informed of the pattern and frequency of racist incidents on request.

Signed \_\_\_\_\_ (Chair of Governors)

Date \_\_\_\_\_